

## DAFTAR PUSTAKA

- Abdallah, C., Denis, J. L., & Langley, A. (2011). Having Your Cake and Eating it Too: Discourses of Transcendence and Their Role in Organizational Change Dynamics. *Journal of Organizational Change Management*, 24(3), 333-348. doi: [10.1108/09534811111132730](https://doi.org/10.1108/09534811111132730)
- Anitha. (2013). Determinant of Employee Engagement and Their Impact on Employee Performance. *International Journal of Productivity and Performance Management*, 63 (3), 308-323. doi: [10.1108/IJPPM-01-2013-0008](https://doi.org/10.1108/IJPPM-01-2013-0008)
- Aon Hewitt. (2016). *2016 Trends in Global Employee Engagement: Employee Engagement is on The Rise, But Volatility Abounds*. New York: Author.
- Armeli, S., Eisenberger, R., Fasolo, P., & Lynch, P. (1998). Perceived Organizational Support and Police Performance: The Moderating Influence of Socioemotional Needs. *Journal of Applied Psychology*, 83, 288-297. doi: [10.1037/0021-9010.83.2.288](https://doi.org/10.1037/0021-9010.83.2.288)
- Armstrong, M. (2006). *A Handbook of Human Resource Management Practice* (10<sup>th</sup> Ed). London: Cambridge University Press.
- ArunKumar, K., & Renugadevi, R. (2013). Antecedents and Consequences of Employee Engagement - A Hypothetical Approach. *IOSR Journal of Business and Management (IOSR-JBM)*, 9 (3), 52-57. e-ISSN: 2278-487X, p-ISSN: [2319-7668](https://doi.org/10.1108/02683940710733115)
- Azizah, R., & Ratnaningsih, I. Z. (2018). Hubungan antara Job Crafting dengan Keterikatan Kerja Pada Karyawan Generasi Y di Kantor Pusat PT. Bank Bukopin Tbk Jakarta. *Jurnal Empati*, 7 (2), 167-173.
- Azwar. (2001). *Metode Penelitian*. Yogyakarta: Pustaka Pelajar.
- Azwar. (2012). *Penyusunan Skala Psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2012). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Bakker & Demerouti. (2007). The Job Demands-Resources Model: State of the Art. *Journal of Managerial Psychology*, 22 (3), 309-328. doi: [10.1108/02683940710733115](https://doi.org/10.1108/02683940710733115)
- Bakker. (2011). An Evidence-Based Model of Work Engagement. *Current Directions in Psychological Science*, 20 (4), 265-269. doi: [10.1177%2F0963721411414534](https://doi.org/10.1177/0963721411414534)

- Bakker, A. B., Schaufeli, W. B., Leiter, M., & Taris, T. W. (2008). Work Engagement: An Emerging Concept in Occupational Health Psychology. *Journal Work & Stress*, 22 (3), 187-200. doi: [10.1080/02678370802393649](https://doi.org/10.1080/02678370802393649)
- Bakker, A., & Demerouti, E. (2008). Towards a Model of Work Engagement. *Journal of Career Development International*, 13 (3), 209-223. doi: [10.1108/13620430810870476](https://doi.org/10.1108/13620430810870476)
- Banihani, M., Lewis, P., & Syed, J. (2013). Is Work Engagement Gendered? *Gender in Management*, 28 (7), 34-56. doi: [10.1108/GM-01-2013-0005](https://doi.org/10.1108/GM-01-2013-0005)
- Bano, S., Vyas, K., & Gupta, R. (2015). Perceived Organizational Support and Work Engagement: A Cross Generational Study. *Journal of Psychosocial Research*, 357-364.
- Berg & Dutton. (2008). Crafting A Fulfilling Job : Bringing Passion Into Work Retrieved. *Positive Organizational Scholarship*, 105-122.
- Bersin, J. (2014, April 10). *It's Time To Rethink The 'Employee Engagement' Issue*. Retrieved from Forbes.com: <https://www.forbes.com/sites/joshbersin/2014/04/10/its-time-to-rethink-the-employee-engagement-issue>
- Blank & Dorf. (2012). *The Startup Owner Manual: The Step-by-Step Guide for Building a Great Company Volume 1*. New York: K&S Ranch.
- Caesens, G., & Stinglhamber, F. (2014). The Relationship Between Perceived Organizational Support and Work Engagement: The Role of Self-Efficacy and its Outcomes. *Revue Européenne de Psychologie Appliquée*, 64, 259-267. doi: [10.1016/j.erap.2014.08.002](https://doi.org/10.1016/j.erap.2014.08.002)
- Chen, I. S. (2016). Work Engagement and Its Antecedents and Consequences: A Case of Lecturers Teaching Synchronous Distance Education Courses. *Computers in Human Behavior*, 30, 1-9. doi: [10.1016/j.chb.2016.10.002](https://doi.org/10.1016/j.chb.2016.10.002)
- Chou, S. Y. (2012). Millennials in the Workplace: A Conceptual Analysis of Millennials' Leadership and Followership Styles. *International Journal of Human Resource Studies*, 2 (2), 71-83. doi: [10.5296/ijhrs.v2i2.1568](https://doi.org/10.5296/ijhrs.v2i2.1568)
- Crabtree, S. (2013, October 8). *Worldwide, 13% of Employees Are Engaged at Work: Low Workplace Engagement Offers Opportunities to Improve Business Outcomes*. Retrieved from news.gallup.com/: <https://news.gallup.com/poll/165269/worldwide-employees-engaged-work.aspx>
- Dai, K., & Qin, X. (2016). Perceived Organizational Support and Employee Engagement: Based on the Research of Organizational Identification and

- Organizational Justice. *Open Journal of Social Sciences*, 4, 46-57. doi: [10.4236/jss.2016.412005](https://doi.org/10.4236/jss.2016.412005)
- Dubelt, L., Demerouti, E., & Rispens, S. (2019). The Value of Job Crafting for Work Engagement, Task Performance, and Career Satisfaction: Longitudinal and Quasi-Experimental Evidence. *European Journal of Work and Organizational Psychology*, 1-15. doi: [10.1080/1359432X.2019.1576632](https://doi.org/10.1080/1359432X.2019.1576632)
- Eisenberger & Huntington. (1986). Perceived Organizational Support. *Journal of Applied Psychology*, 71 (3), 500-507.
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P., & Rhoades, L. (2001). Reciprocation of Perceived Organizational Support. *Journal of Applied Psychology*, 86, 42-51. doi: [10.1037//0021-9010.86.1.42](https://doi.org/10.1037//0021-9010.86.1.42)
- Eisenberger, R., Cummings, J., Armeli, S., & Lynch, P. (1997). Perceived Organizational Support, Discretionary Treatment, and Job Satisfaction. *Journal of Applied Psychology*, 82, 812-820. doi: [10.1037/0021-9010.82.5.812](https://doi.org/10.1037/0021-9010.82.5.812)
- Field, A. (2009). *Discovering Statistics Using SPSS (Third Edition)*. London: Sage Publication.
- Gao, J. L., & Sun, M. G. (2015). Study on the Function Route of Psychological Capital, Perceived Organizational Support to Employee Engagement of Research and Development Personnel. *Science and Technology Management Research*, 35, 231-236.
- Gilley, A., Gilley, J. W., & McMillan, H. S. (2009). Organizational Change: Motivation, Communication, and Leadership Effectiveness. *Performance Improvement Quarterly*, 21(4), 75-94. doi: [10.1002/piq.20039](https://doi.org/10.1002/piq.20039)
- Grant, A. M. (2007). Relational Job Design and The Motivation To Make A Prosocial Difference. *Academy of Management Review*, 32, 393-417. doi: [10.5465/amr.2007.24351328](https://doi.org/10.5465/amr.2007.24351328)
- Guan, X., & Frenkel, S. (2018). How HR Practice, Work Engagement and Job Crafting Influence Employee Performance. *Chinese Management Studies*, 12 (3), 591-600. doi: [10.1108/cms-11-2017-0328](https://doi.org/10.1108/cms-11-2017-0328)
- Hoole, C., & Hotz, G. (2016). The Impact of a Total Reward System of Work Engagement. *Journal of Industrial Psychology*, 42 (1), 78-96. doi: [10.4102/sajip.v42i1.1317](https://doi.org/10.4102/sajip.v42i1.1317)
- Howe, N., & Strauss, W. (2000). *Milenials Rising: The Next Great Generation*. New York: Vintage Books: A Division of Random House. Inc.
- Ibrahim, M. M., & Amari, A. A. (2018). Influence of the Psychological Capital and Perceived Organizational Support on Subjective Career Success: The

- Mediating Role of Women's Career Adaptability in the Saudi Context. *International Journal of Business and Management*, 198-207. doi: [10.5539/ijbm.v13n9p189](https://doi.org/10.5539/ijbm.v13n9p189)
- Khan, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33 (4), 692-724. doi: [10.2307/256287](https://doi.org/10.2307/256287)
- Kim, W., & Kang, S. W. (2016). Older and More Engaged: The Mediating Role of Age-linked Resources on Work Engagement. *Human Resource Management*, 1-15. doi: [10.1002/hrm.21802](https://doi.org/10.1002/hrm.21802)
- Kular, G., Gatenby, M., Rees, C., Soane, E., & Truss, K. (2008). Employee Engagement: A Literature Review. *Kingston University*, 19, 1-28. doi: [1-872058-39-6/978-1-872058-39-9/9781872058399](https://doi.org/10.872058-39-6/978-1-872058-39-9/9781872058399)
- Kulik, C. T., Oldham, G. R., & Hackman, J. R. (1987). Work Design As An Approach To Person-Environment Fit. *Journal of Vocational Behavior*, 31, 278-296. doi: [10.1016/0001-8791\(87\)90044-3](https://doi.org/10.1016/0001-8791(87)90044-3)
- Lee, Y., Kwon, K., Kim, W., & Cho, D. (2016). Work Engagement and Career: Proposing Research Agendas Through a Review of Literature. *Human Resource Development Review*, 1-26. doi: [10.1177%2F1534484316628356](https://doi.org/10.1177/2F1534484316628356)
- MIKTI, & Teknopreneur. (2018). *Mapping dan Database Startup Indonesia 2018*. Jakarta: MIKTI dan Teknopreneur.
- Moreno, F. M., Lafuente, J. G., Carreón, F. Á., & Moreno, S. M. (2017). The Characterization of the Millennials and Their Buying Behavior. *International Journal of Marketing Studies*, 9 (5), 135-144. doi: [10.5539/ijms.v9n5p135](https://doi.org/10.5539/ijms.v9n5p135)
- Mulyati, Himam, Riyono, & Suhariadi. (2019). Model Work Engagement Angkatan Kerja Generasi Millennial dengan Meaningful Work Sebagai Mediator. *Gadjah Mada Journal of Psychology*, 5 (1), 34-49. doi: [10.22146/gamajop.47964](https://doi.org/10.22146/gamajop.47964)
- Muthumbu, D., & Dodd, N. (2013). Perceived Organisational Support, Work Engagement and Organisational Citizenship Behaviour of Nurses at Victoria Hospital. *Journal Psychology*, 4 (2), 87-93. doi: [10.1080/09764224.2013.11885497](https://doi.org/10.1080/09764224.2013.11885497)
- Nadin, Waterson, & Parker. (2001). Participation In Job Redesign: An Evaluation Of The Use Of A Sociotechnical Tool And Its Impact. *Human Factors and Ergonomics in Manufacturing*, 11, 53-69. doi: [10.1002/1520-6564\(200124\)11:13.0.CO;2-F](https://doi.org/10.1002/1520-6564(200124)11:13.0.CO;2-F)

- Naujokaitiene, J., Tereseviciene, M., & Zydziunaite, V. (2015). Organizational Support for Employee Engagement in Technology-Enhanced Learning. *SAGE Open*, 1-9. doi: [10.1177%2F2158244015607585](https://doi.org/10.1177%2F2158244015607585)
- Netemeyer, R., William, B., & Sharma, S. (2003). *Scaling Procedures: Issues and Applications*. London: Sage Publication.
- Nurchahyo, R., Akbar, M. I., & Gabriel, D. S. (2018). Characteristics of Startup Company and Its Strategy: Analysis of Indonesia Fashion Startup Companies. *International Journal of Engineering & Technology*, 7, 44-49. doi: [10.14419/ijet.v7i2.34.13908](https://doi.org/10.14419/ijet.v7i2.34.13908)
- Oldham, G. R., & Hackman, J. R. (). (2010). Not What It Was And Not What It Will Be: The Future Of Job Design Research. *Journal of Organizational Behavior*, 32, 463-479. doi: [10.1002/job.678](https://doi.org/10.1002/job.678)
- Özçelik, G. (2015). Engagement and Retention of the Millennial Generation in the Workplace through Internal Branding. *International Journal of Business and Management*, 10 (3), 99-107. doi: [10.5539/ijbm.v10n3p99](https://doi.org/10.5539/ijbm.v10n3p99)
- Pant, J. J., & Venkateswaran, V. (2019). Exploring Millennial Psychological Contract Expectations across Talent Segments. *Employee Relation: The International Journal*, 773-792. doi: [10.1108/ER-04-2018-0096](https://doi.org/10.1108/ER-04-2018-0096)
- Parker, S. K., Wall, T. D., & Cordery, J. L. (2001). Future Work Design Research and Practice: Towards An Elaborated Model of Work Design. *Journal of Occupational and Organizational Psychology*, 74, 413-440. doi: [10.1348/096317901167460](https://doi.org/10.1348/096317901167460)
- Periantalo, J. (2015). *Penyusunan Skala Psikologi: Asyik, Mudah dan Bermanfaat*. Yogyakarta: Pustaka Pelajar.
- Petrou, Demerouti, & Schaufeli. (2015). Job Crafting in Changing Organizations: Antecedents and Implications for Exhaustion and Performance. *Journal Occupational Health Psychology*, 20 (4), 470-480. doi: [10.1037/a0039003](https://doi.org/10.1037/a0039003)
- Pieterse, J. H., Marjolein, C. J., & Hom, T. (2012). Professional Discourses and Resistance to Change. *Journal of Organizational Change Management*, 25(6), 798-818. doi: [10.1108/09534811211280573](https://doi.org/10.1108/09534811211280573)
- Pyöriä, P., Ojala, S., Saari, T., & Järvinen, K. M. (2017). The Millennial Generation: A New Breed of Labour? *SAGE Open*, 1-14. doi: [10.1177%2F2158244017697158](https://doi.org/10.1177%2F2158244017697158)
- Rahman, W., & Nas, Z. (2013). Employee Development and Turnover Intention: Theory Validation. *European Journal of Training and Development*, 37 (6), 564 - 579. doi: [10.1108/EJTD-May-2012-0015](https://doi.org/10.1108/EJTD-May-2012-0015)

- Rhoades, L., & Eisenberger, R. (2001). Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, 87 (4), 698-714. doi: [10.1037//0021-9010.87.4.698](https://doi.org/10.1037//0021-9010.87.4.698)
- Ripsas, Schaper, & Troger. (2015). *A Startup Cockpit for Proof of Concept*. New Jersey: Hunbuch Entrepreneurship.
- Robledo, E., Zappalà, S., & Topa, G. (2019). Job Crafting as a Mediator between Work Engagement and Wellbeing Outcomes: A Time-Lagged Study. *International Journal of Environmental Research and Public Health*, 16, 1-15. doi: [10.3390/ijerph16081376](https://doi.org/10.3390/ijerph16081376)
- Rudiantara. (2016, June 17). [https://kominfo.go.id/content/detail/7689/kemkominfo-bersama-kibar-luncurkan-gerakan-nasional-1000-startup-digital/0/berita\\_satker](https://kominfo.go.id/content/detail/7689/kemkominfo-bersama-kibar-luncurkan-gerakan-nasional-1000-startup-digital/0/berita_satker). diakses tanggal 24 Desember 2019 [kominfo.go.id](http://kominfo.go.id)
- Saks, A. M. (2006). Antecedents and Consequences of Employee Engagement. *Journal of Managerial Psychology*, 21 (7), 600-619. doi: [10.1108/02683940610690169](https://doi.org/10.1108/02683940610690169)
- Sarraf, Abzari, Isfahani, & Fathi. (2017). Generational Differences in Job Engagement: A Case Study of an Industrial Organization in Iran. *Industrial and Commercial Training*, 49(3), 106-115. doi: [10.1108/ICT-10-2016-0068](https://doi.org/10.1108/ICT-10-2016-0068)
- Sathyanarayana, & Nair. (2018). Impact of Gender Discrimination on Work Engagement: Evidence From Indian It Sector. *IOSR Journal of Business and Management*, 20 (2), 85-99. doi: [10.9790/487X-2002058599](https://doi.org/10.9790/487X-2002058599)
- Schaufeli. (2017). Applying the Job Demands-Resources Model: A 'How to' Guide to Measuring and Tackling Work Engagement and Burnout. *Journal Organizational Dynamics*, 46, 120-132. doi: [10.1016/j.orgdyn.2017.04.008](https://doi.org/10.1016/j.orgdyn.2017.04.008)
- Schaufeli & Bakker. (2004). Job Demands, Job Resources, and Their Relationship with Burnout and Engagement: A Multi-Sample Study. *Journal of Organizational Behavior*, 25 (3), 293-315. doi: [10.1002/job.248](https://doi.org/10.1002/job.248)
- Schaufeli, Bakker, & Salanova. (2006). The Measurement of Work Engagement with a Short Questionnaire: A Cross-National Study. *Journal of Educational and Psychological Measurement*, 66 (4), 701-716. doi: [10.1177/0013164405282471](https://doi.org/10.1177/0013164405282471)
- Schaufeli, W. B., Salanova, M., Gonzalez, R. V., & Bakker, A. B. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3, 71-92. doi: [10.1023/A:1015630930326](https://doi.org/10.1023/A:1015630930326)
- Settoon, R. P., Bennett, N., & Liden, R. C. (1996). Social Exchange in Organizations: Perceived Organizational Support, Leader-Member Exchange, and Employee

Reciprocity. *Journal of Applied Psychology*, 81, 219-227. doi: [10.1037/0021-9010.81.3.219](https://doi.org/10.1037/0021-9010.81.3.219)

- Sevickas, M. L., & Porfeli, E. J. (2012). Career Adapt-Abilities Scale: Construction, Reliability, and Measurement Equivalence Across 13 Countries. *Journal of Vocational Behavior*, 80, 661-673. doi: [10.1016/j.jvb.2012.01.011](https://doi.org/10.1016/j.jvb.2012.01.011)
- Siddiqi, M. A. (2015). Work Engagement and Job Crafting of Service Employees Influencing Customer Outcomes. *VIKALPA The Journal for Decision Makers*, 40 (3) , 277–292. doi: [10.1177/0256090915598584](https://doi.org/10.1177/0256090915598584)
- Smith, T. J., & Nichols, T. (2015). Understanding the Millennial Generation. *Journal of Business Diversity Vol. 15 (1)*, 39-47. doi: [10.4236/oalib.1103608](https://doi.org/10.4236/oalib.1103608)
- Spencer, L. M., & Spencer, S. M. (1993). *Competence at Work: Model for Superior Performance*. New York: John Wiley & Sons Ltd.
- Stairs, & Galpin. (2012). Positive Engagement: From Employee Engagement to Workplace Happiness. *Oxford Handbooks Online*, 1-34. doi: [10.1093/oxfordhb/9780195335446.013.0013](https://doi.org/10.1093/oxfordhb/9780195335446.013.0013)
- Stevens, J.P. (1992). *Applied Multivariate Statistics for the Social Sciences (2nd edition)*. Hillsdale: NJ:Erlbaum.
- Sugiyono. (2007). *Statistika untuk Penelitian*. Bandung: Alfabeta.
- Takawira. (2015). Examining the Gender Influence on Employees Work Engagement Within a South African University. *Risk Governance & Control: Financial Markets & Institutions*, 5 (2), 110-119. doi: [10.22495/rgcv5i2c1art5](https://doi.org/10.22495/rgcv5i2c1art5)
- Teknopreneur. (2017). Penetrasi dan Perilaku Pengguna Internet Indonesia 2017. *Asosiasi Penyelenggara Jasa Internet Indonesia*, 1-39. diakses tanggal 24 Desember 2019 [web.kominfo.go.id](http://web.kominfo.go.id)
- Timms, Bakker, & Derks. (2012). Development and Validation of The Job Crafting Scale. *Journal of Vocational Behavior*, 80, 173-186. doi: [10.1016/j.jvb.2011.05.009](https://doi.org/10.1016/j.jvb.2011.05.009)
- Tims & Bakker. (2010). Job Crafting: Towards a New Model of Individual Job Redesign. *South African Journal of Industrial Psychology*, 36 (2), 1–9. doi: [10.4102/sajip.v36i2.841](https://doi.org/10.4102/sajip.v36i2.841)
- Villajos, A., García, C., & Topa, G. (2019). Job Crafting among Labor Union Representatives: Its Impact on Work Engagement and Job Satisfaction. *Social Sciences*, 8 (20), 1-11. doi: [10.3390/socsci8010020](https://doi.org/10.3390/socsci8010020)

- Wingerden, Derks, & Bakker. (2015). The Impact of Personal Resources and Job Crafting Interventions on Work Engagement and Performance. *Human Resources Management Journal*, 56 (1), 51-67. doi: [10.1002/hrm.21758](https://doi.org/10.1002/hrm.21758)
- Wingerden, J., & Poell, R. F. (2019). Meaningful Work and Resilience Among Teachers: The Mediating Role of Work Engagement and Job Crafting. *PLOS ONE*, 14 (9), 1-13. doi: [10.1371/journal.pone.0222518](https://doi.org/10.1371/journal.pone.0222518)
- Wollard, K. K., & Shuck, B. (2011). Antecedents to Employee Engagement: A Structured Review of the Literature. *Advances in Developing Human Resources*, 13 (4), 429–446. doi: [10.1177%2F1523422311431220](https://doi.org/10.1177/2F1523422311431220)
- Wrzesniewski & Dutton. (2001). Crafting A Job : Revisioning Employees As Active Crafters of Their Work. *Academy of Management Review* , 26 (2), 179-201. doi: [10.2307/259118](https://doi.org/10.2307/259118)